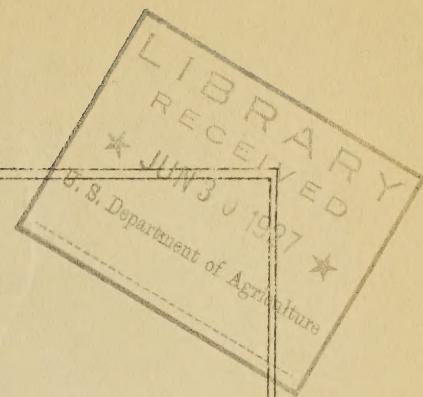


PROCEEDINGS
of the
CONFERENCE ON NEGRO EXTENSION WORK

State A. and M. College
Orangeburg, S. C.
January 26 to 28, 1927



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UNITED STATES DEPARTMENT OF AGRICULTURE

Extension Service..... C. W. Marburton, Director
Office of Cooperative Extension Work... C. B. Smith, Chief

Washington, D. C.

May, 1927

FORWARD

The first general conference on extension work for negroes was a success. This was the unanimous verdict of all who attended. The benefits will appear in this year's work and in the years to come. The secretary of the conference has done good work in preparing a summary. It will be helpful to all students of extension work.

The membership consisted of supervisory and administrative officials, both white and colored. This was really a conference on management and operation of a great enterprise. It dealt with results and methods and received the combined wisdom of thought and experience.

The program brought out the rudimentary principles of the work. There was a manifest effort to use simple language and get down to the bottom of each subject. A record was made in running the meeting on time. It operated under a five-minute rule for papers and three minutes for discussions. The timekeeper was a most valuable official. Speakers had been notified in advance, so they were prepared to say a great deal in a short time. It is believed that the conference made a real contribution along this line for all such meetings.

The directors and their representatives, the officials of the United States Department of Agriculture, and visitors from city and State all commended the good spirit, earnestness, and thoroughness of the conferees. The State A. and M. College for negroes proved to be the proper place for the meeting. The cooperation was excellent, and it is believed the meeting made history in extension work.

O. B. Martin

O. B. Martin,
In Charge, Southern States,
Office of Cooperative Extension Work.

Proceedings of Conference on Negro Extension Work
Southern States

Miss Lizzie A. Jenkins, Secretary

The first South-wide Conference of negro supervising agents in the extension service was held at the State College, Ortingburg, January 26-28, 1927, with Mr. O. B. Martin, In Charge, Southern States, presiding. The membership of the conference consisted of directors of extension of the Southern States including Maryland, the assistant directors, State agents in charge of farm and home demonstration work, district agents, representatives of the United States Department of Agriculture, members of the board of trustees of the college, and other guests who visited from time to time. The mornings were devoted to general sessions where five-minute papers were presented on subjects relating to demonstration work. In the afternoons, there were round-table discussions of talks and papers presented during the mornings. The evening sessions were held in the auditorium of the college with the whole school present to get the benefit of papers and talks. In turn, the student body entertained with beautiful music.

An inspection trip of the school plant was made on Thursday. That same afternoon, the president and faculty entertained the negro members of the conference in the attractive new Y. W. C. A. hut.

Morning

Miss L. A. Jenkins, district agent, Virginia, was appointed secretary with Miss R. B. Jones, State agent, Alabama, as assistant secretary. The college furnished stenographic help.

After some remarks of welcome by Dr. R. S. Wilkinson, president of the college, and Messrs. Brooks and Hodge, of the board of trustees, the regular program was taken up. Dr. C. B. Smith, chief of extension service, addressed the conference on "Development of Extension Work," and emphasized the following points:

"There are three substantial measures of accomplishment in extension work:

- (1) The number of farm and home practices actually changed for the better.
- (2) The number of people trained or stimulated to help themselves and others, usually called demonstrators or local leaders.
- (3) The number of young people trained in a knowledge of better farm and home practices - farmers of the future, boys' and girls' club work.

In such studies as we have made of negro work in Georgia and Arkansas, where a total of 462 negro farm records were obtained, we find that 77 per cent of all farms surveyed have made farm and home changes which they credit

to extension work. They have made not only one change but an average of 3.4 changes per farm. This is a very good showing. It is above some States and about equal to the average of 12 Northern and Southern States in which surveys have been made. In one State, however, 92 out of each 100 farms surveyed, and in another 97 out of each 100 surveyed had made changes in farm and home practices. So we see there is still room for improvement in both negro and white work, particularly in increasing the number of practices on each farm in each home.

"Now the thing that appears to be most effective in getting negro farmers to change their practices is what they see and hear, and relatively little by what they read.

Type of method	Percentage of practices	Basis of 100
Written.....	13	8
Spoken.....	62	42
Objective (eye).....*	61	38
Indirect.....	18	11
Total.....		99

"These figures indicate that the negro farmer is greatly influenced by what he sees. Hence, we need many demonstrations, at least two or three in each community on each subject we are teaching, so that they will be within reach of every farmer. The spread of demonstrations rarely exceeds a radius of about 3 miles, unless we make special effort to extend them. The white and negro agents ought to have a common program on this matter. A truth is a truth and a result is a result, whether obtained on a white or colored man's farm. The thing is, from the colored man's standpoint, to have a demonstration, something that can be seen, on his own or a near-by farm. The demonstration that can be seen also furnishes the material for the address that can be heard, and the news item that can be read. Without the demonstration, progress may be very slow - with it, progress may be very rapid. Demonstrations, to be of value, must answer economic problems actually confronted by farm people.

"The more people we can get to put on demonstrations without too great use of our time the better, for we are sure that the one who puts on the demonstration at least will profit by it. But, just to keep putting on demonstrations of the same kind in the same neighborhood year after year has a limit to it. Finally, when we are sure of our ground, we can make better progress in getting the new practices adopted by special effort that will get everybody to try out the new things. Just how many demonstrations of a thing in a community are needed to make it carry over into the practice of all the people undoubtedly varies. If our demonstration is concerned with a matter vital to our pocketbook or our health, a demonstration with its accompanying publicity may accomplish much in short time and may not need many repetitions."

Coordination Of All Phases Of Extension Work In The
County Plan Of Work

P. H. Stone, State agent, Georgia, said that in a survey of Baldwin County, a typical Georgia county, where extension work had been carried on for one year, it was found that not enough corn, hay, and other feed crops were raised to supply her needs. The county was also buying Western pork, dairy and poultry products. To solve this problem, the following demonstrations were put on among the farmers: 40 acres in corn, 30 in fall sown oats, 15 in cowpeas, 15 in soy beans, 20 demonstrations in summer legumes as forage crops, 12 permanent pastures; 25 farms put on one or more brood sows; 65 increased numbers of killers; 10 modern poultry houses were built; 30 farms added at least 1 cow; 12 farmers joined others in shipping sour cream; at least 2 cotton demonstrations were conducted in each community to emphasize maximum production on limited acreage. The work was pushed through 17 local farmers' clubs. There was a farmers' conference, county-wide, in February, at which specific information was given. Intercommunity tours were conducted and exhibits were made at the county and southeastern fairs. The local newspapers have requested weekly items on the progress of the work.

District home agent Miss Jenkins, Virginia, discussing the home plan said: "Since the object of extension work is to assist the farmer and his family to a more satisfying country life, certainly no county plan of work could possibly be complete without a well-considered outline for improving the home. To undertake to make the right sort of county plan without it, would be like trying to balance a three-legged stool on two legs. It cannot be done. It matters not how fine the livestock, how bounteous the crops, or how well appointed the sheds in which the farm machinery is kept, the farm will still be a forlorn place and fail to catch and hold the love of the family if no thought is given to the home.

"In a county so fortunate as to have a farm and home agent, the two should certainly plan with the community group and with the county advisory board in the making of a county plan. The woman who tends the garden thereby supplying the needed vegetables for the family table, who raises her flocks of hens, turkeys, ducks, and geese, or who carefully makes what better she can from the 'pole and china' cow (the cow that is propped up with a pole and milked in a china cup), fed on the cornstalks which the horses could not eat, is just as truly a producer as the man who spends his time on the field crops. The woman usually produces her crop at much less cost and should receive equal consideration, remembering that each leg of the three-legged stool is of equal importance.

"Even though making a home is not always looked upon as a money-making proposition, still it has a very definite contribution to make which money can never buy. To the home is given the sacred task of shaping human lives, and happy is the county whose leaders recognize this fact and give due place to the factor that changes the barren spot into a blossoming garden and creates a restful atmosphere toward which the whole family can turn at all times knowing that they will find the ordinary comforts of life, a wholesome atmosphere and such recreation as will fit them to go forth better citizens.

Such a program can be worked out if the home is given proper place in the county plan of work."

"A few things which every county plan should contain for every farm are:

- (1) A good milk cow.
- (2) A year round garden.
- (3) Purebred poultry.
- (4) Whitewashed or painted house.
- (5) Beautified home yard.
- (6) A sanitary toilet.
- (7) Running water in kitchen."

Group action v. individual effort. Miss L. C. Hanna, movable school agent, Alabama. "A special effort has been made throughout the State of Alabama to develop group action rather than individual effort in demonstration work on the part of the agent. This is quite a difficult problem, due to the fact that demonstration work among negroes began as a sort of experiment which took the form of an individual project. This method, of course, had its effect but was not reaching the masses and doing the work for which demonstration work was intended.

"Let me cite one or two outstanding examples of group action in home demonstration work in Alabama. I refer to the agent in Lawrence County who was able to get more than 900 dresses made last year, and another who reports that she was able to interest her women in 'A Bed Linen Campaign' and as a result of this effort in one community alone, 175 bedspreads and sheets, and equally as many pillowcases were made. I know still another agent who discovered that many children were out of school because they did not have sufficient clothes to wear. She interested the women in remodeling or dyeing and making over old clothes, by giving the demonstration to groups in one or two communities. These women became so enthusiastic over the demonstrations that it became dangerous for the men to leave their overcoats in sight of any woman who had attended one of these group demonstration meetings.

"The movable school of agriculture has done much towards paving the way for group action in demonstration work in Alabama. This force spends more than two-thirds of its time in the field with the farm and home demonstration agents, giving method demonstrations in farm and home improvement to rural people in the 20 counties where farm and home demonstration agents are located. Last year's report shows that more than 26,000 rural people attended these demonstration schools. Aside from receiving first-hand information to help them solve their home and farm problems, they meet, get acquainted or renew acquaintance, and catch the spirit of cooperation."

Thomas B. Patterson, district agent, Virginia, speaking on the same subject said: "There should be no conflict between group action and individual effort. The two should go hand in hand. One of the best ways to reach the average farmer in search of knowledge that will aid him in bringing better practices on his farm, however, is through his community club. Group meetings save a great deal of time. A good agent with a live program never fails to get a good attendance at the club meetings."

"The group meeting is one of the best means of getting seasonal advice concerning field demonstrations, care of stock, poultry, pruning, spraying, gardening, and other useful information to larger numbers than could easily be reached by personal visits. Our Virginia report for 1926 shows that there were 141 organized clubs working in 24 counties with a membership of 2,446 families, an increase of 37 clubs and 499 families over 1925.

"It is within these organized clubs that the members decide what their problems are and how they will meet them. It is here, too, that the people select the demonstrators who will agree to carry out extension practices as laid down by the county agent.

"It is within the community groups that leadership is developed. Some of the best project leaders in the State were born in some humble community club. A leader is of little value unless he is associated with others. It is the group meetings that give the leader the inspiration which he takes back to those with whom he is working.

"To get farmers to improve their practices through individual efforts is good. No one can deny that, but when he is linked up with his community club, a place where he can go and talk about what he is doing, he is likely to become a first-rate demonstrator. On the other hand, the farmer who will not join with his fellows in helping to improve conditions in his community seldom, if ever, becomes a demonstrator who can be depended upon. 'They don't read, they must hear', as Doctor Smith says."

Affiliation of extension workers with other agencies. Miss Camilla Weems, district home agent, Georgia. "Every extension worker has a large field in which to work and a vast amount of work to do, and since he alone can not do all of this work, it is quite necessary that there should be an affiliation of the agent with every other available agency in his territory in order that the greatest amount of good might be done for the greatest number of people. A careful survey of the whole field should be made and a thoughtful division of the work planned out giving to each agency that part which it seems able to do best.

"In planning this program of work for the year, the extension agent will receive a larger amount of hearty response if he is open-minded and unselfish in the making of the program. All affiliated agencies should be consulted for information and advice in the making of the program that they will be called upon to carry out in the territory. The assistance of the farm people themselves; the business and professional people, preachers, teachers, landlords, the cooperating county and State officials, the lodges, the press, and other workers who might be in the territory, should all be in the program making. From all of these, the extension worker should be willing to receive necessary information and advice and in turn he should be willing to give as much information, advice, and assistance as he can. The agent should willingly assist the churches and schools in putting over their community programs.

"If there are other workers in the same territory with extension workers, such as the Smith-Hughes vocational teachers; Jeanes fund supervisors, social workers, Sunday School missionaries, and others who are working for the uplift of the people, it is quite necessary that there should be an affiliation between these other workers and the extension workers, and they should arrive at such a satisfactory understanding of the work and make such a wise division of the work in the territory that there will be less confusion and duplication of efforts, less waste of energy, time, and money, and more real, lasting results obtained. All of these uplift workers should remember that 'In unity there is strength.'"

How to build and execute a plan of work in a community. Miss Rosa B. Jones, State agent for negro women in Alabama. "Upon entering a county where extension work is to be introduced, the agent should meet and get acquainted with the people with whom she is to work. The most natural and logical way to do this is to visit the churches, meet the ministers, and get invited to speak. This gives an opportunity to arouse interest in the welfare of the community and to plan for group meetings to be held in the homes. The progressive agent will also visit the schools, meet the teachers and students, teach a game, perhaps, and organize the girls into groups to begin club work. The agent has gone into the field, of course, with a general plan of work. This is her encyclopedia and that is a book which can never be 'swallowed whole.'

"When enough of the groups have been met for the agent to get a fairly accurate idea of the progressiveness or lack of it, and when by judicious investigation she has been able to determine what should be the first thing to do in the community, she can tactfully interest her clubs in those things bringing the suggestions from them rather than seeming to suggest them herself.

"To build a sanitary toilet without first making the people feel the need of protecting their health is a thankless task. One agent did it and the owner used it as a storeroom for his cotton. Had the agent first given the life history of the fly and of the hookworm, the result would have been different. One agent made her hookworm story so vivid that a club member said she never took a drink of water without wondering if it was clean or contaminated with hookworm.

"An agent must plan her program to meet the conditions peculiar to the locality in which she works. The women who work in the fields may welcome information on making and using a fireless cooker, and the wife of a tenant farmer may be interested in making the inside of her home less uncomfortable. The home owner may be interested in enlarging the home and improving the premises. The agent's program, if carefully planned, is an anchor which should keep her from disappointing her groups by breaking her engagements. If people know that you are sure to come at the appointed time, they learn to depend upon you and their own attendance is more nearly secured. Of course, there will be times when something more urgent may prevent the agent's meeting an appointment. When this happens, an effort should be made

to get a message to the group so that they can rearrange their program. It is a case of 'plan your work, then work you plan.'

"A person should be impressed with the purpose of a demonstration, rather than with the mere performance of the demonstration, otherwise the wrong attitude may be developed in the individual who is being instructed. If one wanted to show a person how to frame a picture and then proceeded to do so, that would be a more effective way of securing interest and would draw more housewives to an agent than any amount of talking. Complaining of lack of interest does not help. People feel no moral obligation to go to what does not interest them. If there is a circus, people go, because they know they will be entertained. They know their interest is going to be held. Our job is to make our instructions so telling and so compelling that those we wish to reach will not want to miss a single thing."

J. L. Charity, district agent, Virginia, continued with the same subject. He said: "For practical purposes the bounds of a community may be a school center, a church center, or the combination of two or more school or church centers.

"Before a community plan of work is attempted, a careful survey should be made to learn who lives in the community and whether they are owners or tenants. Do they grow their home supplies such as corn, hay, and meat, and is it possible? The survey need not be complicated but should be very definite in finding the vital needs and common problems. Two or more result demonstrations should be planned for each line of work such as corn, hay, wheat, and poultry, and leaders should be appointed for each in addition to the demonstrators. The plan should also show community-wide work such as campaigns, tours, and the like. Aside from the adult program, the work of the juniors should be built around the same problems and common needs with their activities, demonstrations, goals, and leaders. The program can be executed through community meetings, field meetings, method demonstrations, community tours, community exhibits, mock trials, news articles, and slogans. This method of program building is getting results. Of the 37 farm families in Blenheim community in Albemarle County, who are growing hay, 34 are producing their home supply.

The need of more specialist assistance in negro work. Miss Nettie Kenner, district home agent for South Carolina. - "The object of home demonstration work is to make the home a more attractive place in which to live, to give home makers joy and satisfaction in the things they use, by familiarizing them with the principles underlying 'good taste' in the selection and arrangement of furnishings in the home. The home demonstration agent must be an excellent cook, a seamstress, and a dietician. She must know something about health and sanitation. It has been said many times that a specialist should be an optimist in order to disperse good cheer, and brighten the hopes of the agents who may be prone to complain and grouch when difficult problems arise. With the assistance of a specialist, and as the work develops and expands, the woman county agent gets more and more opportunity for service. At the same time, with experience and study, the higher standards of her qualifications will become higher and higher. Home

demonstration work stands today as the biggest piece of educational work that woman has ever attempted to do. There are no limitations to the duties of a home maker, and it is only by education in the science of home making that home problems can be made easier. The demonstration idea contemplates a living, active, intelligent human being doing a thing in such an effective way as to attract attention, drive home a thought, and compel initiation and practice. Home making is referred to as a profession. There is no art of which a girl should feel more proud of being accomplished in than the art of home making. Where there is a specialist working with the agent, much more can be accomplished along lines which are vital and urgent, also new and unfamiliar. Whatever the specialists do should be done through the county agent.

"Much has been done to foster the work of home making, improving living conditions in the county, and for the upbuilding of our race in general. It is just as necessary to have special trained workers in our work as it is in any other vocation."

H. C. Ray, district farm agent for Arkansas continued the discussion as follows:

"In putting on subject-matter campaigns which are so vital in the process of getting definite and constructive work done, the assistance of the specialists will contribute toward this end. There are times when concentrated efforts must be made if some definite problems are solved. It is at such times that the specialist can make more effective the methods and practices that are to be used in putting over pieces of work singled out for solution of the problems. Realizing the importance of this special help in negro work, and how completely the time of the extension workers is taken up without regard for negro work, I feel that the time is here when a strong effort should be made to provide negro subject-matter specialists."

Afternoon

Round-table discussion - Need of more specialist assistance

Mrs. M. E. V. Hunter, district agent, Texas. - "If we had specialists of our own race, the colored farmer could get the help when he really needs it. His crops or animals are often lost before he can get in touch with the specialist."

M. Hubert, district agent, Mississippi. - "We have been able to get assistance from every specialist on the staff. They spend a week with the negro agents visiting a new county each day. They are willing to help, but their itinerary is usually made up in such a way as to make it extremely doubtful about getting their help when it is most needed."

C. H. Waller, State agent, Texas. - "We can get the specialists during the short course, but one handicap is that the farmers do not always understand the specialist even though he may appear to do so when at the demonstration. He would understand another negro better and ask questions more freely."

State agent Stone, Georgia. - "We secured specialists for a week which was helpful, but we need them most in field meetings. Even though the negro farmers are invited to joint meetings with white farmers, it is not easy to get them to attend. We need negro specialists."

H. E. Daniels, assistant district agent, South Carolina. - "We are offered the use of the State specialists but have to give long time notice. Our State college has one man who is able to assist with the vaccination of hogs. Such specialists of our own could help to forward the work."

District agent Patterson, Virginia. - "There are A. & M. colleges now in practically every State training fine young men who might be developed into specialists."

C. A. Keffer, director, Tennessee. - "What kind of language is it necessary for a white speaker to use in addressing negro farmers? I can not see any need for negro specialists. Negro agents can confer with white agents upon entering a county. Personally I do not think it advisable to create a separate corps of specialists. There should be closer cooperation between State colleges and the extension service. Are we not all given to the use of high sounding words? The simple word is best."

O. B. Martin, Chairman. - "The sentiments of the group will be conveyed to the colleges and the department. We should be optimistic as to the future."

Some big things done in extension work and how accomplished. District agent Patterson, Virginia. - "One of the really big things accomplished in Virginia this year has been the completion of the State extension organization machinery by the formation of the State advisory board - an organization composed entirely of farmers whose duty it will be to look after the negro extension farm interests in the State and study ways and means of bringing about a uniform system of agriculture in the counties where extension work is being done. Other groups included in this organization are 141 community clubs with a family membership of 2,446, 24 county advisory boards composed of all kinds of county and community interests engaged in rural uplift - doctors, lawyers, ministers, school teachers, supervisors, business men, and farmers, all working together for a common cause.

"I call this a big achievement for the following reasons: During the year 52,698 farmers were reached and helped through 1,097 meetings conducted; 24 very creditable county fairs (purely agricultural and educational); 27 county farmers' conference and 22 tours to see demonstrations were conducted; 601 leaders have been developed, most of whom have done splendid work with demonstrations and demonstrators.

"The members give of their time and means freely to further extension interests in their special communities. They travel long distances at their own expense to attend State agricultural meetings in order that they may be in a position to give to their people the latest and best in agricultural thought.

"Prior to the county tour held in Nansemond County, August 12, 21 homes had been scored on the following points: Best arranged barnyard, inside

of house, sanitary arrangements, crops, livestock, and home supply (food and feed), the total score being 100 per cent. If the tour and scoring had done no more than make the farmers along the route 'spruce up' their places, it would have paid for all the hard work put into it. I don't remember having seen any community which had made such an outstanding showing in so short a time; for instance, in almost every case the homes and outbuildings were painted or whitewashed and the water supply looked after. In the case of the farmer from whose home the tour started, he had put more individual effort into the demonstration than any other participant, in that he had painted his home, whitewashed the outbuildings, built an addition to his barn for farm implements, reconstructed his well and put a house over it, and put a force pump on his back porch. It was estimated that \$4,000 worth of improvements were the result of this tour."

L. E. Hall, district agent. - "North Carolina is working away on her live-at-home campaign. Among other demonstrations, the home garden stands out. In the Robeson County garden contest, 85 persons participated, paying \$1 each, which money was used for premiums. The first prize garden had 34 different vegetables in it with 48 varieties. Many people followed the judges from garden to garden to learn the good and poor points in gardening. Local newspapers gave space in fostering this contest. The Alamance County gardens were judged twice during the year, June and September. Premiums as garden tools were given by merchants of the county. A moving picture manager gave the 1926 gold medal. Another movie man has asked to be allowed to give the 1927 gold medal. The Alamance County local agent found out through the experiment station which was the best variety of corn for the county and is interesting his people in planting this breed. Dealers cooperated by selling seed to boys and girls on time, and in this way 50 acres were planted. We are, also, working on the purchase price of a truck for a movable school. The first contribution of \$50 was given by a Baptist Church. The North Carolina State Teachers' Association gave \$150. The Odd Fellows Grand Lodge has pledged \$5,000, and the Masonic Grand Lodge promises \$1,500. Even if all of the lodge money is not paid, by appearing before these organizations 5,000 people have heard of extension work, as the story has been told to the churches and teachers and will go back to many local lodges from the grand lodges mentioned."

State agent Waller. - "We are learning to grow more cotton on fewer acres down in Texas. Demonstrator Sherman Jackson, of Smith County, a colored farmer in our State, produced 12½ bales of cotton on 5 acres and won the \$500 prize offered for largest yield. He also won first prize on staple."

J. E. Taylor, district agent, Oklahoma. - "Two years ago the county superintendent of Lincoln County gave two registered Duroc Jersey hogs to start a supply of hogs to banish the no-hog farms from that county. The next year 50 gilts were distributed. This year two pigs from each of these gilts will be distributed."

District agent Hubert, Mississippi. - "When an agent improves living conditions in a community, he has done a big thing. An agent in Mississippi spent the night in the home of a planter who owned (clear of debt) 200 acres of land which was fairly well equipped. His home consisted of a dilapidated two-room house with a rude shed for kitchen and dining room. There were the man, his wife, three sons, and two daughters. When bedtime came, the agent was shown to a bed in a room with one small window. Later the three sons came in one by one and climbed into the same bed. The agent spent the whole of the next day with this planter, discussing his need of a comfortable home. Six months afterwards this man had built a fine new five-room bungalow. Not only had this man changed his own home, but he went around and made conditions better in every tenant house on his land."

Assistant district agent Daniels, South Carolina. - "In South Carolina we have been successful in getting in one county a credit union that advanced 20 farmers \$100 each to finance their truck crops. The same union bought 37 tons of fertilizing material at a saving of \$203; and 20 farmers received loans of \$50 for other farm operations. The chamber of commerce in Darlington paid expenses for 18 boys to attend the short course. Another accomplishment has been the standardization of cotton seed. Twenty farmers in one county planted the same variety of pedigreed cottonseed; 32 purchased family cows and 20 farmers raised sufficient meat to carry them through the year. These are fair examples of some of the accomplishments in the State."

Evening

Dr. R. S. Wilkinson, president of the State college. - "I am glad to welcome the men and women of the Extension Service to the college because we, as a part of the land-grant colleges of America, realize the necessity in taking part in this great movement of better agricultural conditions and better home living. It is a burden upon the land-grant colleges to find men and women to go out and better conditions and meet the demands of the times as agriculture is beginning a new program. We want to catch the spirit here in South Carolina."

Henry F. Sim, attorney for the city of Orangeburg. - "The mayor has sent me to welcome you because it was not possible for him to be present. I have attended many gatherings, fraternal, charitable and otherwise, but this is the first one that has no special set of principles, such as the ministers and the other groups had, but when you help to better the economic conditions of your people you have helped the South. Regardless of the poor salaries you may get, there should come into the heart the feeling that you have done a great work. A person in extension work is just as important in the real development of any community as the preacher or any other leader."

Observations on Africa trip. J. A. Evans, assistant chief, extension service. - "My business in Africa was to make a survey of Portuguese East Africa and give a report on the possibilities of successful cotton growing there. During five or six months the climate is delightful. Most of the upland is poor; the fertile lands lie mostly in the river bottoms and liable to overflow during the rainy season. There is an average rainfall of about 31 inches except in the Zambezi River and the mountain regions, where it is

much more. In this territory there are about 26 different languages spoken by natives. Many of the tribes do not understand each other. The people do not wear many clothes. If they could be persuaded to wear the proper amount of clothing, the cotton problem of the South would be settled. The native women are very straight, due to the fact that they are the burden bearers and carry great loads upon their heads.

"The people build their hut homes near a water supply, 10 or 12 houses in a cluster. There is no furniture; the people sleep on mats. There is no provision for education except near the coast where there are many mission stations, some American missions being among them. The Portuguese Government is establishing stations for teaching agriculture, carpentry, and other industries. The natives show ability in learning to build houses, in cooking, and doing other work very well.

"As to religion, each tribe has its own. The Catholic Church had a good foothold while the King of Portugal ruled. The Mohammedan religion seems to appeal to the native for some reason. The people have a love for music and are a great people for working to music. They use a drum made of a hollowed out log covered with skin and a kind of primitive piano.

"The hoe seemed to be the only native farm implement and in most of the area farm work is done by hand as the tsetse fly's bite is fatal to animals. I traveled for hundreds of miles on good roads made by hoes. I saw thousands of women carrying dirt for roads fills and dams in little bark baskets. It was a great waste of human labor.

"About the time I went over, there was a great deal of excitement caused by the charge that slavery existed in the territory. There is no slavery as such, but every male native must work six months during the year. Where a planter wants laborers he applies to the government for them. The men are then rounded up and sent to him after he has satisfied the government that he will pay them the agreed wage and be considerate of them and will furnish necessary medical attention. The contracts run for three or six months and the natives must be transported back to their homes at the end of the contract time.

"In the Zambezi villa region there are no roads; travel is by machilla or by carriers. These trained native carriers or machilla men are very fleet and sure-footed. The white man, as a rule, never walks or does any form of manual labor."

Land ownership a basis for citizenship. Chairman Martin. - "I am rejoiced to find the splendid spirit you are showing here in spite of the depression. Gen. S. C. Armstrong was a missionary in the Hawaiian Islands. After the Civil War he came to the eastern shores of Virginia and started a school of fundamentals. In those dark days he used this language; 'The thing to do is clear. Train negro youth to go back and help their people. Don't do a thing for them that they could do for themselves.' I have traveled in Gloucester, Va., the county in which some of those early students labored. Ninety-five per cent of the heads of families are landowners. There were no negroes in jail. Landownership is necessary to aristocracy and democracy. Some historian has said that the desire to own land brought many settlers in this country. There is a moral, civic, and economic value in ownership. The home is the fundamental unit of all progress. Thomas C. Walker

of Virginia has devoted his life since 1883 to getting colored people to buy land. A great many people have gone to the cities to take the places of immigrants cut off from this country by the immigration laws. A survey in Georgia showed that many people are working in the cities to earn money to purchase land. Communal landholding was never a successful venture. Your people are beginning to have a love of landownership. Real object lessons can be made on the farm of the man who owns the acres. Walter Page said, 'The demonstration work is the greatest educational movement in this or any age.' Woodrow Wilson said, 'The demonstration process is the only method which generates real education.'

Morning

Second day, Thursday, January 27, 1927.

What Constitutes A Good Local Agent And How Should One Be Rated For Efficiency?

District agent Mrs. Hunter, Texas. - "When we hear the word 'agent' we think of one who has power to act or represent some advanced movement. The success of such a person will depend upon his ability to create enthusiasm, encourage cooperative and independent thinking, develop a sense of responsibility, and arouse in the individual that kind of interest that will impel the performance of duty. To be enthusiastic is to be keenly alive. It is to forget those things which are behind us, and to reach forth to those that are before. It is to put 'pep' into your work. The difference between putting 'pep' into your work and simply doing it, is precisely the difference between success and failure. An agent should have courage. Without courage America would not have been. The beautiful farms, the towering cities, the various industries, the prosperity and civilization that made this work a paradise would still be unknown. He should have nerve, which will enable him to set his standard twice as high as his coworkers would set it for him, and then reach it. Nerve will enable you to hang on and die in the last ditch or win out. Confidence plays an important part in any successful agent's achievements. Think of the perfect satisfaction that comes to men when they know (and know that they know) when they have done the thing, and know that they can do it again. Do not take two steps at once, but carefully and systematically reach out step by step until your task is done. All negro agents are confronted daily with the word 'failure.' The farmer, the housewife, the boy, the girl, always bring to us their failure. We are dealing in part with a number of people who have not gotten far enough along to know that they can or can not -- people who in many instances think their lot is hard and can not be made easy. Therefore, it is necessary for the agent to subordinate his desires, and devote his ability - and his life if need be - to the carrying out of the cause or purpose in which he is engaged. An agent should not be a person whose gifts or visions are narrowed to a particular task or calling. But one who is possessed with that missionary spirit; whose eyes become accustomed to being lifted to a general view or situation; and a general comprehension of duty. His plan of work should, when developed, bring about that courage, that desire, that nerve, that confidence that it will take to put into execution the great program of extension service. Therefore, an agent should be rated for efficiency in proportion to his preparedness, courage, nerve, tact, initiative, and his ability to awaken in others action, attention, confidence, and perfect satisfaction."

Training Of Employed Extension Workers

Local agents within the State. Miss Jenkins, Virginia. - "No matter how well prepared from an academic standpoint an agent may be upon entering the extension service, there are still many things to be learned afterwards. One very good method, it seems to me, is to send the new worker into the territory of an efficient agent for observation and practice. The county chosen for such training should present much the same problems as those to be found in the one to which the prospective worker has been assigned in order that the new agent may get the advice of one who has overcome many difficulties, such as sometimes serve to discourage an inexperienced worker. The old agent, who thus becomes the teacher, should be one who has not yet lost the enthusiasm so necessary for the successful extension worker, and who has learned thoroughly that practically all worth-while progress is necessarily slow.

"If the new agent is following a successful agent, valuable help can be secured by sending the new agent into the county to work, in connection with the retiring agent. This method eliminates a gap that is usually hard to close.

"It would be a splendid thing if all the agents could have the advantage of studying at the State agricultural college after entering the extension service. With the small salaries which the majority receive and the large expenses which they have, this would be a severe burden unless some help could be given. It seems to me that if two weeks could be added to the four weeks which should be allowed for vacation, once in three or five years, much good would be accomplished. The average successful agent does almost enough work nights, Sundays, and holidays to offset the extra time that might be spent at the college to say nothing of the chance to get hold of the newest and best ways of doing things to bring back to the county. And, since college programs sometimes fail to exactly fit the rural problem, I should suggest that a course specially adapted to rural needs for the particular State, be worked out by the college authorities and the extension service jointly."

Training Of Supervising Agents Through Interstate Conferences

Mrs. Alice C. Oliver, district agent, Mississippi. - "During the infant days of extension work so much of the time of the supervising agents was necessarily used in officering and financing; the local machinery that the various practices and subject matter of the work may not have received the attention which most assuredly more mature years of extension work will afford. In order that the acquirments may precede the requirements it does appear opportune that an extension handshake across the border line or rather if we may dignify it by saying a conference of supervising agents where the latest subject matter from the research laboratory brought in the very hands of the specialist to this conference may serve in a great measure toward securing greater efficiency for the work. Then too, with the desire toward assisting with the solution one must bear in mind the human side; the greater opportunity the teacher has to exercise and strengthen his power of absorption off from his pupils, the greater his power of radiation during the time of contact with his pupils; and as the efficiency of a demonstration agent is determined by his ability to get others to do, then it must necessarily

obtain that an annual interstate conference of supervising agents in which an exchange of ideas is indulged, regional problems solved, fresh methods of handling old practices, and the receiving of both new ideas and methods from the specialists will strengthen the supervising force. We are expected not only to make over tenants' kitchens within a single day, but dull dreary houses are given them on the plantations and we are expected within a year to convert them into 'a city of white houses in the woods.'

"Now with the work of such a nature before us and the confidence of the landlords and lawmakers centered in our ability toward making direct contribution to better civic conditions, it appears that, too, the supervising agents may run away once each year to especially arranged courses of extension. Then, too, as the interest of junior work increases we find the use for greater technical knowledge that the Smith-Lever boy and girl may enjoy life as fully as the youth trained under the Anna Jeanes department, church extension, or the Smith-Hughes department."

Training of employed supervising agents. District agent, Daniels, South Carolina. - "One of the best opportunities for the training of employed supervising agents in extension work is through interstate conferences. The character of the program is largely determined by the type of work that is required by an extension employee. The extension specialists are in position to offer the type of training, through the interstate conferences, to the supervising agents for the reason that they are actively engaged in working out farm problems that would meet the practical needs of the farmers. Farmers want facts that can be used now, and not knowledge to store up for future use. On the basis of changes in points of view, we can expect some effective results from training by extension specialists in interstate conferences of reasonable length of time, devoted to the training of supervising agents, as often as conditions will permit. Their training should be fairly well grounded in the science of agriculture and familiarity with the farm practices of the region where they are to work. Through interstate conferences, supervising agents have the greatest opportunity to come in contact with their fellow workers. It is here they will get the practical problems that have been worked out, and exchange of ideas that will fit them to be of some service and in turn will be in position to meet the needs of the county agent when called upon."

What Can Be Done Under Present Conditions To Attract Efficient Agents To The Service As To Salary.

H. C. Ray, district agent, Arkansas. - "The making of contracts to extend over a period of five years would be highly desirable in the matter of encouraging good men to join the service. When it comes to finding men whose services are available for positions as local agents, we find a great deal of difficulty. First, because few men are prepared for the work and secondly, because those who are prepared do not feel like giving up permanent positions to accept ones which offer them employment for only 12 months, without any assurance of work at the expiration of the contract. Whatever might be done to improve this unfavorable situation, I should think is necessary. A more adequate basis of salary, office, and operating expenses for local workers would brighten the field of extension for prepared workers. Invariably financial arrangements are such that our best agents prefer to make a change for labor in our field."

District agent, Mrs. Hunter, Texas. - "In beginning the work those men and women who were well trained and wanted to be assured of a reasonable salary, refused to accept positions as home or farm demonstration agents, because they had no assurance of a definite increase in salary, or of an extended period of time. Only a few men and women of the professional type, possessed of a missionary spirit, accepted positions in extension service a few years ago. Hence, a large number of our pioneer workers were men and women whose training was limited, and who could not fill a position in the schoolroom with any degree of success. We are greatly indebted to those men and women, however, for their untiring efforts in blazing the way for us who now enjoy positions as home and farm demonstration agents.

"The long drives, bad roads, exposures to all kinds of weather, irregular hours, night meetings, were some of the principal factors which caused men and women of professional life to refrain from becoming extension workers. Many of these handicaps have been overcome, by the building of good roads, purchasing of cars, and creating such interest in the work that meetings can be held during the day.

"An increase in the entrance salary, with assurance of a gradual increase until the maximum is reached, would make the work more attractive and enable us to secure more proficient men and women.

"If funds could be secured from commissioners' courts with assurance of its continuation regardless of the change of officers, it would mean much to the work. This is one of our greatest problems.

"The surest and best method of attracting efficient men and women to work as to salary can be brought about in a very short time if our Government could put the employees of extension service on fixed salaries, according to positions, as is done in other phases of civil service work which would regulate salaries in all States."

J. E. Taylor, district agent, Oklahoma. - "The extension worker should first of all be a citizen, a high per cent citizen. This implies that he should be an exponent of home and family life, or parenthood, of practical and general education, of good fellowship and cooperation; and should contribute materially and socially as to the support of local, State, and national Government. He must be whole-hearted and conscientious in the prosecution of his duties. This, he can not do till his family is amply provided for; till his home is an object lesson of the type which he advocates; till he can meet his obligations to his associates and the business interests with which he must have dealings, thus inspiring their confidence in him which, in turn, gives him faith in himself and them. He must be able to meet increasing demands by continually increasing his efficiency. He should possess a strong personality supported by an heroic morale.

"Now, taking the question as to how efficient agents may be attracted to the service under present salary conditions, seems to place us on the borders of a desert wherein there is scarcely an oasis. There is not a supply group from which we may draw workers whose material circumstances would furnish the lubrication needed for efficient functioning as extension workers. Nor is the supply of proper type persons sufficiently large to make it easy

to find individuals who may be solicited for posts in the extension field. In fact, the number is so limited that much compromising must be done to keep the ranks in extension service filled. The lack in salary could be somewhat compensated by the fact that sure and visible progress toward solving what has long been termed the negro problem, the elimination of all cross purposes, and the realization of that for which we may have panted long - a safe and agreeable state of race relations. It must be borne in mind, however, that the thought just closed is rather spiritual, and hence would be attractive only to persons of long vision and a keen sense of human brotherhood."

Field expenses. District agent Patterson, Virginia. - "Salaries of extension workers should be sufficient to attract agents with training, experience, and ability to work with rural folks. Aside from a minimum salary of \$1,500 there should be some assurance of periodical salary increase based on efficiency of said agents. The present salary, especially that part of it which comes from county appropriations, is entirely too small and is a great handicap when it comes to bidding for efficient agents. In most cases, the appropriation of county boards for local aid is not sufficient to meet the average travel expense of the agent, which averages about \$30 per month. This conservative statement of travel expenses was submitted by one of the agents and is a typical example. He has deducted one-fourth of the general expense as private use.

Two sets tires @ \$40.....	\$80.00
1 set inner tubes @ \$5.50.....	5.50
3 springs, \$3, \$8.50, \$2.25.....	13.35
3 sets of bushings @ \$2.50.....	7.50
Ball bearings, 2 sets.....	1.75
Overhauling of car in September.....	19.00
Engine pulled, new parts, new top.....	<u>51.65</u>
 Total per year.....	\$178.00
Average expense per month.....	\$14.89
 Average miles traveled per month, 453	
Gas used per month, 40 gallons @ 25 cents.....	\$10.40
Oil used per month, 20 quarts @ 25 cents.....	<u>5.00</u>
 Total cost of gas and oil a month.....	15.40
Total average expense per month.....	<u>\$30.29</u>

"It is practically impossible to attract the best prepared men to the service in this way - another instance to show this point:

"A young man from one of the agricultural schools came into the service a little over one year ago. At the time, the salary was about \$1,200, afterwards raised to about \$1,300 by a slight increase in the county appropriation. Before he could begin work, he had to have a Ford to get about the county which cost him something over \$500, since he had to buy it on time, pay for license, and other minor expenses. After meeting his monthly payments on the car and deducting expenses for gas and oil and upkeep, he barely had enough left for his own support. He left the service, not because he wanted to do so, but

because a position was offered him paying \$1,600 and expenses. This man was one of the best we had in the service. He was doing a progressive work and getting good results among the farm people in his county. No man can do his best who must constantly think of how he is to meet recurring monthly debts, educate his children, and have a mere pittance to lay aside for a rainy day."

District agent, Miss Wooms, Georgia. - "The present demand for home demonstration agents is that they shall be graduates in home economics and shall have had some experience in doing successful community work before entering the extension service.

"It is a common occurrence for agents to have to spend their own money to put over the special meetings, fairs, campaigns, and other projects outlined in the county program of work for the year. And when many of our most efficient agents find that their expenses, bills for doing extension work, continue to be larger than their salary checks, they become disgusted and leave the service for work that will pay them a living salary. Very often an agent finds it necessary to spend a night in a community and many times she is required to pay for board and lodging while staying there. A few counties furnish a car and pay gas and upkeep bills, and also pay the extra expenses made by the agent in carrying on extension work. Sometimes, business men and women make nice donations for some project and in many instances the farmers themselves, put up the money for financing some project or campaign. But under present conditions, all of these means of helping the agents pay field expenses are unsatisfactory, for they are most voluntary gifts, they are not general, and are very spasmodic and unreliable. So the best thing to be done is for the extension department to become responsible for the agent's field expenses incurred in doing extension work, just as the department is responsible for the agent's salaries."

E. C. Dobbs, State agent, Alabama. - "It is my experience that we who are county agents, district agents, and State agents are only allotted just about half enough field expenses to carry out a year's program of work, and as a rule, the agent is always up against it financially. This being true, it is pretty hard to get trained men to give their time and life to this important work, because in this day and time it costs a great deal more to secure an education than in previous years.

"Tuskegee Institute from the very beginning of negro extension work has contributed board, lodging, office space, equipment, and funds to help carry on extension work or make the work more attractive for efficient agents, relative to field expenses. Several chambers of commerce and other institutions have made liberal contributions also."

District agent Waller, Texas. - "At one time it was an easy matter to pick over the field of educated agricultural men and require them to come back to college and refresh themselves on general agriculture, to give them an insight into report making, and outline the general program for field duties. With the various insurance companies, both industrial and local reserve life, furnishing their agents comfortable, well-lighted and heated offices, with telephone and typewriter, and salaries higher than those paid our agents, we are not able to select or pick the men with outstanding personalities and other qualities so necessary in a local agent. If each agent

should be furnished a well-equipped and well-located office - a place where he can meet the farmers and housewives, instead of having his office on the public square, or near the courthouse, I believe that better men could be had for the service."

District agent, Mrs. Oliver, Mississippi. - "The negro agent should have an office in the courthouse. In some cases, schools offer office space, which is often too crowded and inconvenient.

Station expenses. Supervising agents. State agent Stone, Georgia. - "The ease and facility in handling administrative or office work has such direct bearing on the personnel and the work itself that a person considering an offer of any kind entailing duties of supervision, might well use this as one of his leading questions. In an established department such as ours that has well-defined and fixed policies regarding a great many things, the work of supervision might be made more attractive by providing a definite budget for station expenses. Provision should be made with county and local institutions for the following equipment:

- (1) Ample office space (heated and lighted).
- (2) Desk.
- (3) Shelves or racks where bulletins are catalogued or arranged in accessible order.
- (4) Space for supplies.
- (5) Typewriter.
- (6) Mimeograph machine.
- (7) Equipment for field work.
- (8) Accessibility to room equipped with seats and tables for holding committee meetings.
- (9) Files.
- (10) Forms for keeping complete record of all developments and follow-up work."

Permanent position. District agent Hall, North Carolina. - "It would help us to attract efficient agents to the service if we could offer them long-time contracts. Five years or more. I wonder if it is possible to have all the funds come from the State and Federal funds? I know of a case in which the commissioners discontinued the county appropriation, and the agent did not know about it until he went for that portion of his salary due from county funds, when he was told the board had discontinued its appropriation. The agent was out of his money."

District agent Hubert, Mississippi. - "There are men who have made special preparations for extension work who would not accept such a position because they felt that the permanency as an extension worker depended upon how well they satisfied local officials rather than how well they satisfied officials of extension service. The work is retained in a county as long as the local board continues its appropriation, but when the local board withdraws its appropriation, the agent no longer has a place in that county. This is true regardless of the time of year or frivolous causes that the board may have for discontinuing its cooperation. Some causes for discontinuing funds by local boards are:

- (1) In trying to conduct work on an organization plan, the agent fails to become a day laborer for some individual of the county.
- (2) Some local applicant for the position will make certain promises to the board of supervisors and because of these promises and of long-standing acquaintance, the board will seek to place this man in office or will discontinue the appropriation.
- (3) Shortage of county funds.

"What can be done to eliminate these conditions?

- (1) Pay the county agent a living salary from the extension department and at the same time accept appropriations from county boards of supervisors as a supplement. Retain an agent as long as he gives satisfaction in the service and conditions will warrant his re-tention.
- (2) When one has spent his life for and in the service and begins to enter the evening of his career, retire him with a pension."

Round Table

J. W. Wilkinson, district agent, Louisiana, in regard to the salary question said, "There has been a loyal spirit manifested. I want to say that you have the sympathy of the white people in your work. If the results of your work are outstanding, your salary will go up. Just be patient. You will have to start little as we have done. We have had a splendid meeting. I like to hear you tell about things. This meeting is going to result in something better. Do the best you can and keep pushing forward."

District agent Patterson, Virginia. - "I do not want our friends to get the idea that we are trying to shove matters, but I believe that we have had patience. Many have had patience for 10 or 12 years; some have had it for 20 years without much outcome of that patience. Now, we are coming to you for relief. I started in at \$75 per month, but then gas was 14 cents a gallon and one could buy enough meat for a meal with 10 cents. Now I have to begin figuring a month ahead to see if I can buy any meat at all. It is a matter of changed conditions. I think that the talks have been conservative, but I want to say that we are suffering with the small amount we get."

Publicity Of Effective Extension Work, Local

District agent Miss Weems, Georgia. - "The good achievements of the extension worker and her project demonstrations should constantly be brought to the attention of the public as well as to the attention of those who made the achievements. The demonstrators will be encouraged and inspired to excel the records already made by themselves and others. The publicity of those achievements will inform the landlord about the good things the tenants are doing and give him a better impression of the tenants living on his land. The cooperating county officials learn about these achievements and how the extension work is reaching the people and helping them. They feel that the money which has been appropriated for extension work is well invested, and thus become

more willing to increase the appropriation and in assisting the agents in putting even larger and more far-reaching activities. Two very effective ways are, through the publication of newspaper articles, and through the sending out from time to time of well-written circulars, letters in which these achievements have been summarized for the information and education of the people. In most counties where extension workers are located, the editors of the county weekly papers offer spaces in their papers for the publication of extension work news, and in most instances, will publish this news free.

"The achievements should be reported monthly and published in the State bulletin of colored work. Educational tours are excellent means for letting people see what has been accomplished. If we are ever invited to send out news over the radio, we should do so as many of our people are installing radios in their homes."

Publicity For Effective Extension Work

A. C. Burnette, State agent, Kentucky. - "In Kentucky, publicity is confined as far as possible to facts descriptive of definite extension accomplishments given to the public through local papers, agricultural papers and magazines, extension bulletins, and the State papers. News of local or community interest, is usually given to local editors by county and home agents, and items of state-wide interest are passed on to the press associations. In order to use the public press effectively, it is important for the extension worker to be on speaking terms with the editor who is to handle the publicity in question. Aside from the public press, posters are used and extension exhibits put on at State and county fairs. These have been very effective in furnishing first-hand information on extension activities. Our State extension program now has the confidence of the public as shown by the fact that local funds for extension work in a number of counties await being matched by State and Federal funds. Effective publicity must be of a progressive type. It must not be allowed to become stale. A variety of articles, short and to the point, should be kept before the public to the end that the taxpayer may know that he is getting his money's worth in improved methods of farming and a higher type of citizenship. Sane publicity of extension work for colored farmers has been a very important factor in sidetracking much of the prejudice which was in evidence a few years ago and it will continue to keep our needs at the door of public conscience as long as the facts of worth-while accomplishments are properly published."

Publicity Of Extension News In The States

Miss Kate B. Gresham, local agent, Tennessee. - "About two years ago, we put on a kitchen campaign covering five months. Two visits were made to each kitchen for the purpose of scoring them, one before any work was done when suggestions for needed improvement were made, and the second visit after they had been improved. Pictures were made of the improved and unimproved kitchens and a large number of those were put in the daily newspapers, weekly county papers, and in the monthly farm magazines. It was surprising to see how interested the women in the rural communities were in reading the daily and weekly papers and the monthly magazines to see what other club women were doing. As this campaign was put over, other projects undertaken may be put over by having the proper publicity."

State home agent Miss Jones, Alabama. - "When club work started among our women, it seemed the logical thing to organize women's clubs. The girls came along to get the benefit of what was being taught to the women. It was soon realized that this was not the best way. It gave the girl no chance to develop her personality. Although both girls and women are engaged in learning better home methods there is a difference in the means of approach for the two groups. Women are interested in the home from the viewpoint of economy, attractiveness, and comfort; the girl is interested in having a good time, looking well, having attractive surroundings, and in giving expression to her own individuality. Just as it is necessary to give the girls individual group training, it is also necessary that they should have their own medium of giving and receiving information concerning club activities. All of us are flattered when we see our names in print. How much more pleased must a little country lass feel when she receives her own State club letter and sees a report of her activities or those of some one whom she knows. Every State should have its 4-H club letter well planned and containing reports from all the clubs. Such a periodical offers an outlet for any amount of "pep" material and club slogans which can not be passed on to the individual and groups in any other way."

District agent Hall, North Carolina. - "One of the best ways for publicity is to take the farmers on tours, let them see and hear. Through short courses, is another way. We taught the boys at a short course how to make halters. One boy whose father had a store, sold his halters in the store. Everybody liked them and wanted to know where he learned to make them. Another boy borrowed a dollar and brought rope to make halters for sale. He sold 18, one to every farmer in his community. Every man who bought a halter heard the story of the short course, thus giving publicity to extension service. Take the women on tours and to demonstrations. They will advertise extension work."

Afternoon

Round Table On Publicity

Assistant district agent Daniels, South Carolina. - "Publicity is given to extension work through the daily and local papers. The negro papers will be glad to publish news of interest to farmers."

Assistant Chief, J. A. Evans. - "I am wondering if you know what real news is. Short items constitute real news. Agents sometimes fail to get into the papers because of the kind of articles they submit. News items are always welcome."

I. W. Hill, field agent, extension service. - "Send in news of junior club work to the Washington office for the CLUB NEWS."

Director Keffor, Tennessee. - "In sending your material to the newspapers just tell what happened. Leave opinions to the editor. Your local newspaper man is interested in what goes on in the county, but not in your opinion. Just tell him something that has happened to some farmer's farm, about his animals maybe, rather than about what you think that he does or should do. If you want your message to carry, put it in simple words. Stick to facts and leave out opinions."

District agent Wilkinson. - "A man who writes me and tells me something he does, sends me news. If he writes and tells me something he hopes to do, that is not news."

District agent Taylor, Oklahoma. - "As to Dr. C. B. Smith's recommendation that negroes write more for negro farmers, I should like to say that I agree. There is a certain thrill that comes when we read what our people have written about and for ourselves. It is interesting and inspiring to see what our people have done. I believe that if we can find some way to get more interesting stories out in general circulation, it would stimulate our work."

Miss Dichl, district agent, Oklahoma, showed an Oklahoma extension publication which contained three articles written about negroes by negroes.

4-H Negro Clubs - Name, Organization

The work of local clubs was led by Miss Kate Gresham, local agent, Tennessee. - "Before attempting to organize 4-H clubs in a community, the agent should visit as many homes as can be reached and outline a program of work with the parents. Following this, the agent should call a meeting in a church, lodge, or school building and perfect the organization which she desires which may take the name of the community. It is sometimes easy to interest other communities by having club members go to other neighborhoods and give demonstrations which they have learned through the agent."

Miss Dazelle Foster, district home agent, North Carolina, in telling of the county organization in her State said, "There exists some sort of county organization in every county where a negro agent is employed. The county agent holds semiannual or annual meetings at the county seat. These meetings are called by various names, club rally, club round-up, county round-up, county council. Club officers and members report on the various club activities and progress made on projects. Delegates to the short courses are elected at these county meetings."

District agent Charity, Virginia. - "In Virginia, we have a State junior organization, the State short course, organized four years ago and meeting annually in August. It is composed of delegates from the 4-H clubs in the several counties of the State. The State organization was formed before all the counties had perfected their county-wide organizations. The three-day program for the State meeting is well balanced, containing work and play. We featured club activities, such as judging contests, demonstration teams, athletic contests, motion pictures, instruction on crops and livestock, with vespers each day and stunt night on the last evening. For instructors we used local farm and home agents and Hampton Institute workers. The majority of the delegates travel to and from the meeting by auto, this method being cheaper besides giving a chance to visit points of interest en route. Travel expense is borne by the club represented by the delegate, except in the few cases where girls have won scholarships through club work. A fee of 50 cents each provides for programs, badges, and photo of entire group. Meals are furnished by Hampton Institute for 25 cents each, and lodging free. The local agents' association gives a loving cup to the county sending up the best corn-judging team with medals for each member of the team to the fourth place. This meeting has stimulated and inspired many club members to aim for a higher education. It has also given strength to the work back home. On several occasions in counties that won the loving cup, it was a means of showing county officials what good work was done in that county and they in turn continued the appropriation for extension work."

Mrs. Ola P. Malcolm, field agent, led the discussion on the suggested outline for holding a national negro 4-H club camp and said, "Do not get away from that which belongs to extension work. You must help to establish national standards. No boy or girl who does not belong to a club or who does not work under extension supervision should be admitted to the camp. They should have a living, growing demonstration, some crop or production at home."

Assistant chief Evans. - "I wonder whether or not enough is gained by having camps. If about 60 boys and girls are sent, I do not know whether the benefit is enough to justify the expense."

State agent Miss Jones, Alabama. - "For two years the Southern Negro Boys' and Girls' Conference has been held at Tuskegee. This year, five States were represented with an attendance of 290 boys and girls. For the girls, we had contests in poultry judging, hat making, and bread making. The contestants were trained in the counties. Prizes given by merchants of Alabama and other States consisted of cash and useful articles. The boys and girls did their own judging. Local, county, and district contests were conducted and, from these, teams (of 2 or 3) were selected to represent Alabama in the final conference at Tuskegee Institute."

J. B. Pierce, field agent. - "The plan seems a good one to me and requires that good work be done back at home by the individual. Members of the clubs will have opportunity to compete for the chance to go to camp. We have little means but I believe that the way can be found to finance the trip for those who are worthy."

C. R. Hudson, State agent, North Carolina. - "I have some objections. It will mean a bit of responsibility to get it over. Making the program will require great study; taking boys and girls from home is a big responsibility, and we do not have the finances. But is there a man or woman who would shirk on account of responsibility, who can not raise the necessary amount of money? I believe that we have reached the stage of progress where it is advisable and necessary. This program would serve fine for setting a standard and will give a basis for a good State program."

District agent Mrs. Hunter, Texas. - "Texas will be with you in the program as outlined if you do not carry the camp to Tuskegee and Hampton all of the time. If it can be moved around, giving all States a chance, then I think it will be wonderful. I don't think that it should go to any one place two years consecutively. Of course, we have two field agents, but we need somebody to make provision for the girls. These agents can make a splendid program for the boys, but I don't think they could make a program which the girls would enjoy."

District agent Hall, North Carolina. - "I am very much in favor of the camp. The Wake County commissioners and Board of education were so much interested in the short course which we held in North Carolina that they told me to select the boys and girls I thought best to take to it up to the amount of \$100. Upon investigation it was found that one boy who was suggested for the trip had not cultivated his corn as directed, so was told he could not go. The rest of the group went on to the short course, and the next morning this boy appeared. He announced that he had cultivated his corn. There is no telling what we could do if we had the money. I do not beg for

money for extension work. I go to white men and tell them how much inspiration \$5 would give to the boys and girls and if they feel that they ought to give, then they do so. I asked the same question of more than 1,500 students in colleges and country schools and got the same answer from every one of them. I asked 'how many of you want to be a farmer?' Everyone said 'No.' We have not made farm life attractive enough. A trip would be a fine thing for the country boys and girls as they do not get around very much."

District agent Taylor, Oklahoma. - "The 4-H conference at Tuskegee is worthy. It caused much enthusiasm in club work at home. It serves as a stimulant. Everybody is interested in these activities. It seems to me that the two Southern Negro Boys' and Girls' Conferences held at Tuskegee Institute, the first in 1925, and the second in 1926, have more than justified themselves. They were a source of instruction and untold enthusiasm, not only to the boys and girls participating, but to the workers themselves. Oklahoma people have expressed the feeling that they have been well repaid."

A. P. Spencer, Director, Florida. - "It will be necessary to make a good program, carry it through as outlined, and clean up the camp afterwards. Leave everything in good shape."

District agent Miss Jenkins, Virginia. - "The score-card system is a good one. Often, too much stress is laid on training teams for show purposes. If the suggested score card is used, individual merit will be recognized and rewarded. I have lots of confidence in men and believe that those who will assist in making the program for the national camp will give the girls a square deal and plan an interesting program for them. The training in leadership to be required through the camp would be of much value to us as supervising agents. I feel that the 4-H National Camp would help the young people as much as this conference is helping us. It would come, too, as a splendid reward for good club work done at home. Then, too, young people in the country do not get much recreation. This feature should be stressed at the camp, with some one appointed to supervise the play. The trip to the national camp, would be to the club work what dessert is to our meals and would stimulate more and better work at home."

Field agent Hill. - "I have worked for this 4-H camp and hope that all boys and girls who come to it will have a record behind them. If we are ever going to revolutionize agriculture we shall have to do it through the boys and girls. I believe the negro boys and girls should have a camp and I think that it can be an improvement over that of the white boys and girls. Tuskegee did her full duty by the club members who attended the conference which was held there in December. No place could have given more interest and attention. The national camp will necessarily be smaller as it will be of the elect. I have spent my life working for children. As city and State superintendent of schools I have always tried to elevate the colored boys and girls and to make good citizens of them."

District agent Ray, Arkansas. - "I move that we hold a national negro 4-H camp."

Field agent Pierce. - "I second the motion."

Chairman Martin. - "I declare the vote for the national negro 4-H camp unanimous."

Thursday Night

President Wilkinson. - "One of the reasons for bringing the meeting to Orangeburg was for the beneficial effort it would have upon the student body. It has been like an additional course of study, and I feel that the student body and the faculty are stronger because of it. We have received inspiration and have been made acquainted with the various problems which confront the South. I shall here present Mr. O. B. Martin to preside tonight. We are very proud of him. He is a son of this State. Years ago, he was State superintendent of education and in that capacity he served all people alike, black as well as white."

Chairman Martin. "I want to thank the student body for their gentle bearing and fine conduct observed since we have been here. I have not heard one word of criticism from anybody about any misconduct on your part."

Miss Lonny I. Landrum, State home agent, South Carolina said, "The improvement of the home is big enough to interest all extension workers. The home controls the man. Your value will lie not in what you can do but what you can get others to do. We can assist the people to make what they have better by whitewashing or painting the humble homes, planting flowers; by making the inside beautiful even though it may be very simple. Get homes to sign up for one definite thing to be done during the year, then report on work done at end of the year. Let us make this a banner year for improvement."

Field agent Mrs. Malcolm. - "You are key people; you have been picked very carefully. The women and girls are adding to the family income by proceeds from poultry, canning vegetables, etc. Doctor Knapp said that the home is the foundation of all human development. Your work has spread to foreign countries through visitors who have come to visit your demonstrations through trips arranged by Messrs. Pierce and Campbell. Denmark has established 4-H clubs using four leaf clover for emblem. The last tabulation report showed that more than half a million homes have been improved by women and girls in demonstration work. The agent should convince people that she has ability and a real desire to conserve the family income in buying materials for furnishings. Women and girls of 14 States added more than a million dollars by sale of the things produced by them. This money went back into schoolbooks, taxes, and interest on mortgages. It is not right to encourage women to put out farm products unless they are well done. They will hurt future sales. A group of Georgia women put up watermelon rind. Those jars are labeled and standardized. In another instance, a hundred women put up 12 jars apiece, These hundred women made a 55 per cent profit each. In Mississippi, the women made sweetpea baskets of wild honeysuckle. They have made as high as \$4,000 in one year. Another group made the 'Elmer basket of pine needles.' Ozark mountain women made rugs and corn-husk mats. They also use hides of cows killed on farm."

Mr. Martin said that the message of Mrs. Malcolm is a challenge to make better use of raw products of South Carolina.

Field agent Pierce said, "The longer I live, the more I am learning that things are seldom as bad as they seem to be. Speaking for the supervising agents here tonight - it is the unanimous opinion of all present that this school is one of the most progressive negro land-grant colleges. It has been interesting for us to notice the general bearing of the young men and women here. Some people think that farming is a failure. Farming is a success. The failure is in the man on the farm. Melvin Brown, of Hopkinsville, Ky., bought 135 acres of land costing \$3,000. He had \$2,000 cash and he borrowed the other \$1,000. Today, the \$1,000 which he borrowed has been paid back. He has lately built a beautiful bungalow that would do credit to any farm. It cost him \$2,000 dollars. He has six head of mules, valued at \$500 a pair, all paid for. He has all the modern machinery that should be used on the farm, 12 tons of hay all baled; he is going to sell hay when farmers need it later in the year. He gets \$25 per ton for his hay. He has corn for sale. When he uses corn he takes it down in an orderly way. He has 2 good cows, 15 heads of hogs, and about 75 chickens. He has 38 acres of good corn, 3 acres of good tobacco, 3 acres of cotton, and plenty of truck garden crops. He has a son that helps him to carry on the work, with no hired labor except in planting and harvesting of crops. He is not a wealthy man, but he has plenty to eat, wear, and a comfortable home; he is his own boss; he is a man that has the opportunity to sit down at the table three times a day with his family. He is a successful farmer. He averages easily \$1,500 a year above his expenses and has a bank account."

Field agent Campbell, Alabama. - "I want to pay my respects to Mr. Evans who came to Tuskegee the 12th of November 1906, and 'tagged' me. He employed me and left. Through the years we have grown steadily to this point, and the supervising agents attending the conference are the "key" men and women in extension work. They are doing a service that is unique among colored people. The boys and girls are still leaving the farms and there is a complaint that those who come to the schools to take agriculture and home economics are growing fewer and fewer each year. I have an idea that the reason for this is that country life is too unattractive. The extension service is designed not only to reach the man who has property and wants assistance, but the fellow who never owned a home and has the hope of getting one. We must go to that man and not wait for him to come to us. The farmer and farm conditions are not likely to improve any faster than his home life. Figures and records show that the negro dies faster than the white man, mainly because of poor home conditions. The trouble with us is that most of us do not know how to live. The tasks of extension agents are by no means easy, but we can not stop. We must go on working continually so as to lay a firm foundation for future workers. And in closing let me paraphrase the little prayer so familiar to most children:

"Now I get me up to work,
I pray the Lord I do not shirk;
If I should die before the night,
I pray the Lord my work's all right."

District agent Hall, North Carolina. - "In North Carolina our work is two-fold - first, to increase the wealth of the farmer; second, to get this wealth translated into a higher standard of living. The average farmer does not translate increased wealth into living. Boys are running away from the farm. One reason why people do not want to farm is because of the fact that they think a farmer does not make any money, and they do not want to be identified with a poor class of people. The North Carolina farmers make money every year for somebody. That somebody may be the landlord, the time merchant, or the fertilizer dealer. The farmer allows another man to do his thinking, and the man who does the thinking gets the money. We should like the students here to realize that there is as much culture in the study of potato roots as in the study of Greek roots. We need better farm homes and we also have the task of making the farmer think better of himself. He does not consider it necessary to polish his shoes or wear a tie. 'As a man thinketh in his heart, so is he.' In one school in North Carolina I found a school teacher teaching that poem. Farewell to the Farm. I should like to buy every copy of it and burn it up."

Morning
Round Table On Leadership

Chairman Martin. - "Shall we have selected leaders, assumed leadership, or achieved leadership?"

District agent Hall, North Carolina. - "The man who does something well, is a leader."

Field agent Campbell, Alabama. - "If a man leads in one way, say corn growing, but is bad in another way, what is to be done about making him a leader in corn growing?"

Mrs. Hunter, Texas. - "In our State, people of the community select their own leaders. We have started the model-home system, in which the leader becomes the community model."

Assistant district agent Daniels, South Carolina. - "Every community has a leader, whether he is willing to lead or not. I know a farmer who built a good home and was followed by four or five others."

District agent Hubert, Mississippi. - "If people want to do a thing, they will put forth an effort. If they build a program themselves, they feel a responsibility."

Local agent Dobbins, Tennessee. - "I went into a community to make a plan of work and found out by inquiry what person in the community was a leader. People elected that man, and he took 56 acres to demonstrate whether or not he could farm so as to make money during the entire year. He had strawberries, watermelons, and sweet potatoes. He cleared \$1,900 and did not have to go in debt, even though he did not make anything on his cotton. He led in school building, as well as in farming. Other men have determined to follow that man."

Thomas J. Jordan, distirct agent, Louisiana. - "We allow farmers to choose their own leaders and thus keep down any fight caused by jealousy."

Field agent Pierce. - "There have always been leaders and always will be. The leader of whom we have been speaking is the one who meets the approval of the people. The simpler we can make his leadership, the better. If we make him leader because of ability to lead in many ways, we put up a farmer who is beyond the means of the average person to follow. Teach the farmer to do better work with what he has."

Chairman Martin. - "Take anybody who can do good work in a given line and let him be the leader in that thing. He will be considered a wonderful person, even though he may have been a scoundrel. His case would be a wonderful reformation. I visited Gloucester, where Mr. Pierce did his first work. The jail was empty. Mr. Pierce must have developed some of those jailbirds into leaders. There is some good in every man."

State agent Hudson, North Carolina. - "I went to interview a certain board of commissioners, about funds for an agent. A survey showed the need of more corn. The farmer needed to learn how to cure tobacco. 'Have you a man in the county who knows how to grow corn and cure tobacco?' I asked the board. A Mr. Fletcher was cited as a farmer who knew how to grow corn and cure tobacco and was a good citizen. He was made county agent and succeeded."

District agent Charity, Virginia. - "Many people expect too much of leaders. Assign a few things or one simple thing and do not expect the leader to do so much as a county agent could do. In one county, leaders were appointed to secure funds for the short course and did it."

District agent Hall, North Carolina. - "Farmers are accustomed to slow changes and do not respond readily to rapid changes. When I was county agent I borrowed 10 cents from one man and paid it in velvet bean seed. This leader changed the map of that county. Maybe some chosen are not real leaders because of lack of understanding and sympathy."

District agent Taylor, Oklahoma. - "Leadership is as much a matter of finding as developing."

District agent Wilkinson, Louisiana. - "What Mr. Hall said was an instance of real demonstration work. He was convinced that if he could convince that man, that county was "sold" on the idea. His salesmanship was conclusive. There is not an agent who goes out with his "hot-air bugle" who accomplishes anything. Let him go out with his samples and his estimates. The results will be convincing demonstrations."

State agent Dobbs, Alabama. - "The best way to convince the farmers is to give a demonstration after getting up enough interest to hold a field meeting. We tell them what we want to do and ask them to appoint a leader. They will hardly fail to select the right person."

Headquarters For Extension Workers At State Land-Grant Colleges

Assistant district agent Daniels, South Carolina, gave the following reasons for having headquarters of extension work at State land-grant colleges:

- (1) The land-grant college is the logical situation, being the source of agricultural information through study and research.
- (2) The presence of extension workers at the college is both an inspiration and incentive to the students who are inclined to become county agents. This is very necessary, as the extension force is constantly in need of trained recruits.
- (3) The district agent needs that contact which is possible by executive and faculty association, and the college library facilities.
- (4) The legislative influence of the college forms a background of support in obtaining financial aid for county work.
- (5) The college may assist in financing plans, office expense, and stenographic services.
- (6) The presence of extension workers at the college tends to advertise and make the college popular among the people of the State.
- (7) The land-grant college stands at the head of the educational system of our State, and the people look to the institution for their encouragement and for leadership.
- (8) That the supervising agent be regarded as a member of the faculty of the land-grant college.

Local agent, L. H. Martin, Maryland, spoke on Headquarters at Public Place in County as follows:

"When I accepted the position of agent in the State of Maryland, I was sent by my director, Dr. Thomas B. Symons, to the Eastern Shore of Maryland with headquarters at Princess Anne Academy, which is now the eastern branch of the University of Maryland. I happened to be the first colored agent sent to the Eastern Shore. A few of the negro farmers had seen the white agent but knew practically nothing of his work. I soon realized that my first step was to get acquainted with the farmers and this was a big job. The farmers had experienced many unpleasant and costly dealings with agents such as book agents, tree agents, and land agents. By the time I arrived on the job, you can imagine how these farmers sized me up and held one ear open and one closed as I introduced myself and told of my duties. I worked with headquarters at Princess Anne Academy with little success as far as reaching the farmers relative to office consultations and office display of bulletins, charts, and creditable exhibits from the farm home and gardens were concerned. These farmers had self-pride and said they did not feel right in meeting the teachers and students in their overalls or farm clothes. This was a problem to solve but did not last long.

A fire broke out at the academy destroying the main building, dining room, and laundry. The principal was left without office or sleeping quarters. I readily and gladly gave up my two rooms and moved my office equipment to my home in the town which was in direct line to the academy. Then the farmers came to my office every day. I never ate a meal without being interrupted by farmers calling at the home or over the phone. Another disadvantage was holding office hours or getting out work with children in the home. Often a good thought was lost due to family interruption, besides displaying family. It crowded them besides making extra work for my wife. I finally realized that the office in the home could not give the best results. I began to look for a good location in the town. I was successful and wrote my director. He understood my situation and readily granted me permission to move to the new location. I am now at 407 Main Street. The farmers now feel free in discussing their problems. We hold group meetings and display bulletins, maps, charts, samples of soy beans, cowpeas, corn, and small grain, besides 4-H club exhibits from the home project plots. I find that it pays in every way to have headquarters in a public place."

The Relation Of Supervising Agents To Local Agents

District agent Waller. - "Each agent at the beginning of the year is given a program which is to be worked out as nearly as possible to suit the needs of his or her county. We have exclusive fruit-growing counties, trucking counties, rice growing, and general farming counties. Where we have a county specializing in one particular crop, the supervising agent gives to the local agent every help in acquainting him with every phase of the work connected with that particular crop. The local agent is impressed with the importance and necessity of the work so that he might visualize the thing he is to do. This is transmitted to the community leader and through him the progress is carried out. We plan fairs but few can be executed unless through the fair associations we are allowed space and prize money. This is where the supervising agent steps in and through other influences brings this to pass. We are to take advantage of every opportunity in the South to bring to the attention of the farmers the things that can be done and are being done to "put the job over." In conclusion, if the supervising agent has the plan of work in mind, he can explain it to the local agent, and he in turn to the community leader and he to his community, and closely supervised results will be procured. But the program must receive the approval of those responsible for the work being done in the county."

Local agent Dobbins, Tennessee. - How to Inspire Local Agent to Give Best Service. "In this matter of inspiring an agent to do his best work there must be a foundation on which to build, and that foundation is sufficient training and experience to give the agent confidence in himself that he or she can put over a progressive program. Believe the job can be done and it is half completed. The local agent may be inspired by having the assistance of the supervising agent in adopting the State program of work to local conditions. In order to give such assistance, the supervising agent must know the real problems and have in mind plans for solving them. There are times when plans go wrong, when the fixed rule will not solve the problem; then, it is that a suggestion here and there for solving the problem just as it is, not as it should be, is a real inspiration. The local agent will be inspired to do better work if he knows that his efforts, his

overtime work, and his sacrifices to put the job over are appreciated by the supervising agent. The local agent may be further inspired by knowing what is being done by other agents in his district, in other districts of the State, and in other States. Just such problems as the local agent finds in his work may be already solved by another agent; therefore, the supervising agent may inspire the local agent by having them meet in district and State conferences for an exchange of ideas on the ways of carrying out the district and State plan of work. Each district, as well as each State has its own problems. Such district meetings of agents with supervising agents should be held at least twice a year at annual conferences and during first of the year in each district, for further discussion of district problems. The supervising agent can help the local agent by assisting him in securing the equipment he may need in the demonstrations to be undertaken."

District agent Taylor, Oklahoma. - "If the supervising agent has the right point of view and is skillful in the matter of making and maintaining contacts, he can foster a most wholesome and helpful relation among the local workers. This he can do by giving full and direct credit for all merit discovered among the local agents, by helping them to develop their plans to complete success, and by convincing the local agent that his interest is in the entire program, and not in any favorite portions of it. Many an organization is ruptured, and many an institution destroyed because of the inability of the leader to permit each subordinate worker to function to the extent of his capacity. A leader can bear no higher mark of efficiency than the ability to choose qualified helpers and to inspire them to do their best service."

Rural Health Improvement

Nurse E. V. Rivers, Tuskegee Institute, Alabama. - "For the past three years I have been working with the rural people, employed by the State, under the Sheppard-Towner Act, with Tuskegee Institute and the Federal Government cooperating by furnishing travel expense and a mode of conveyance. It is through the farm and home demonstration agents that I am able to reach, possibly, a larger number of people than any other nurse in the State. Two-thirds of my time is spent in the field, during which I reach an average of 500 midwives and mothers, and in instructing the men and children who attend the meetings. Home nursing is taught in the meetings to the women and girls who have the responsibility of caring for the sick in the home. The information is given through talks and demonstrations. The diet of the sick is very important; therefore, every effort is made to show the women and girls how to prepare and serve a palatable and attractive meal. One of our problems, which has caused much anxiety, is infant mortality. In an effort to help solve this problem, careful instruction is given in prenatal and postnatal care of the pregnant mother. Too much can not be said about the care of the infant, because it is during the first four weeks after birth that most babies die. As a general rule, the rural mother does not give her child proper attention and care. The midwife is an important factor in any rural community, because the mother and child are largely dependent upon her for professional attention. Most of the rural communities are miles removed from where a physician's services may be obtained. As a result of these health meetings and clinics, many rural people have been awakened to the

necessity of obtaining and maintaining good health. Calls for advice and counsel along these lines are being received more and more frequently by the agencies rendering such service, and these agencies are always willing to respond."

N. Kollock, agent for movable schools in Alabama. - "Rural health improvement in Alabama has during the past five or six years received great impetus as a result of extension work through the movable school. This school, as is perhaps known by the majority present, is operated in Alabama and the only one of its kind yet used in extension work. The health program throughout the year is carried on by the school, having a corps of one man agent, one home demonstration agent, and a public health nurse. It aims to reach the people in the remote sections, those far removed from city, town, or railroad. In one county there were some \$50,000 or more appropriated to the health department for the purpose of eradicating the pools and ponds of stagnant water by draining and oiling them. This county seemed to have had more of these pools and ponds than any other county near the central part of the State. This was done about two or three years ago and, as the increase of health was so much greater the next year, the county has continued to duplicate the movement. As a result, the death rate in that county has been considerably lower for the last one or two years. Not only has the movable school been successful in putting over the sanitary toilet demonstration among the farmers, but it has been instrumental in getting a number of farmers to clean up around their homes and around their premises, and we have been able to put on clean-up campaigns in a number of communities, through the assistance of other agencies cooperating with the extension agents, fostered by national negro health week."

Development Of Home Ownership

District agent Burnette, Kentucky. - "In opening this discussion on the development of home ownership, I would like to say it has been my observation that extension work has made the most satisfactory progress among farmers who own their own homes and, it is my opinion, if permanent extension work is to be accomplished, there must be continued progress in the development of home ownership. There is a close relationship existing between extension work and home ownership. At the present time, one seems, to be, in a large measure, dependent upon the other. Extension activities create a desire for home ownership and, to fulfill this desire, economy and thrift are usually in evidence. In three Kentucky counties last year, five farms were purchased, two new farm homes constructed, and three improved as a direct result of other owners improving their farm homes and putting their farms on a paying basis.

To my mind the development of home ownership is one of the most important items in our extension program. It is farm home ownership that affords the best opportunity for the development of a stable rural citizenship, which will contribute to the continuous possession of the farm. Progress in home ownership serves as an index to our general progress and standing as a group. Now that the extension work has become a permanent part of our educational system, there will be greater progress made in the development of rural home ownership. It can not be done by speech making; it can not be done by publicity alone; but it can, and is, being done by examples and thrift resulting from extension activities. Not only the adult farmer, but

the farm boy and girl to-day have a higher regard for the farm home than ever before, and as the possibilities of farm life are unfolded to them through demonstrations and club activities, in my opinion, there will be a corresponding development in home ownership. This will mean better churches and better rural schools. As an example of this, in Madison County, Ky., the county agent has been stressing home ownership for the past six years, and there has been a slow but continuous development. This year a survey of one community showed an ownership of 20 farm homes with more than 1,000 acres being farmed on a comfortable living basis with a good church and a \$5,000 school building just completed, with ground for an athletic park and demonstration garden. The county agent, County Board of Education, local editor, the church and farmers themselves have worked hand in hand to develop this community center, but, back of it all, was that created desire for home ownership."

District agent Foster, North Carolina. - "It seems that, as extension workers, our big job is to create a love for home ownership. This may be done by developing the ownership of a small garden, poultry, or a cow. This may be done by making the home a livable place, and by tying the family to the place which they now occupy or hope to occupy. Stationary improvement should be made. I never condemn the buying of an auto or victrola as these help to break the isolation. The victrola also helps to create a love for music and furnishes entertainment.

District agent Patterson, Virginia. - "The census of 1920 showed that there were 47,786 negro farmers in Virginia; 30,949 of whom were owners and 16,640 tenants. The census taken in 1925 shows a total of 50,147 farms, an increase of 2,361 over the five-year period, 1920 to 1925. Perhaps no other State has made so great a growth in home ownership as has Virginia. According to the 1920 census, about 65 per cent of the farms worked by negro farmers were owned by them. In the 30 counties where extension work is being done, about 27,000 farm homes are reached - more than 10,000 of these being owned homes. When demonstration work began in the county (Gloucester), most of the men followed oystering and fishing, - trucking was unknown. But, under the influence of the extension service carried on among the negro farmers, Gloucester has developed into an important trucking county. Growing apace with home ownership has been the rapid development of the homes themselves. The log cabins have very nearly disappeared from Virginia farms. Neat, well built, frame buildings - often quite pretentious ones - have taken their places. Let us hope that the present depression, owing to crop failures and low prices during the past few years, will pass away to the end that continued development in land ownership among negro farmers may not perish from the earth."

Have Negro Agents Been Instrumental In Checking The Movement
Of Negro Farmers From The Farms?

State agent Dobbs, Alabama. - "During the years 1919 to 1921, there was a big drop in prices for farm-grown products, and with very few exceptions, nearly every farmer in our section went broke and had to start all over again, or give up farming, because of having to buy high priced land, high-priced mules, equipment, and fertilizers while

war-time prices existed. Then the bottom dropped out of cotton, the main money crop. Boll-weevil pests and army worms also caused the loss of much time, labor, and money to the farmers. In every county where we had agents, there were organized local farmers' conferences for the purpose of working out a suitable program which would help them to become better farmers by raising more of the needed farm and home supplies, for by doing so, the farmers would have more to live upon and at the same time would have something to apply to their needs. At the farmers' conferences, the agents would stage a series of practical farm demonstrations, such as selecting and testing seed, terracing land, setting, pruning and spraying of the home orchard, constructing sweet-potato hotbeds, and planting year-round gardens. There are several communities, as well as counties, where the agent got some of the leading colored farmers together and appealed to the county board of commissioners to make it possible to give the farmers road-building work during the winter and summer months when they were not so busy with their crops. These measures were adhered to. As a result, better roads are brought about and the farmers still remain in the counties because they have something to help tide them over. We also have records where agents made some timely suggestions to the landowners to reduce the rent and give the farmers a chance. This was done, and not a tenant left the farm. Another interesting instance, where agents were instrumental in checking the movement of negro farmers from the farm, was that section of the State called the Prairie Lands, where most of the people did leave. Even in those counties, the agents got several of the farmers to change from cotton farming and go into dairying, which has saved many farmers. The creamery records show to-day that from 75 to 85 per cent of the cream that is being shipped from several of the counties is produced by colored farmers. In several of the communities where community and field meetings are held, these farmers have stated that if they had not taken the agent's advice and instruction, they would have left the farm. But, as it is, they are better off than ever before."

District agent Jordan, Louisiana. - "That the negro agents have been partly successful in checking the rush of negro farmers to the cities and industrial centers seems beyond question. The agents did this, not by directly urging farmers to stay on their farms, but by pointing out to them the possibilities of a profitable and satisfying life on the farm through the use of better methods and adoption of a 'live-at-home' program. Our observation is that the farmers do not understand how to shift from an all-cotton program to one of diversity without some aid. And when the extension service is available, he makes the shift without much trouble and, generally, with success and satisfaction. There is a constant improvement in home and living conditions among negro farmers. Prior to the employment of a local agent in Washington Parish, there was quite a bit of unrest among the colored farmers. After an agent was appointed and working in the various communities, he was able to get farmers together where better living conditions, home ownership, better livestock, and the growing of more food and feed stuff were stressed. From these local meetings, the topics discussed were passed on to all the farmers in the parish. In one year's time, the people began to look at farm life from a different angle. Each year a farmers' conference is held at a training school, as a center where representatives from all communities meet and discuss farm problems, and a yearly program is drawn

up and adopted. There are farmers in the parishes who were "bent" on moving to towns that they might have city conveniences, but, after attending the conferences and talking with the local agents, they have been convinced that most city conveniences can be brought to the farm. A home ownership drive was put on during 1925 and 1926 and 632 acres of land were bought by 32 colored farmers. The slogan used during this campaign was 'Own a home and you have the difference.' The organizations that have been constructed for the betterment of rural life in the parishes are making the farmer and his family feel that the farm is a decent place to live."

Afternoon

Round Table On Home Ownership

Assistant chief Evans. - "All of us appreciate the importance of home ownership. It means progress. We need to get the negro up to the place where he is desirous of owning a home. We need to impress him to grow trees and shrubbery. It seems to me that a good demonstration is to try to find some landowner, broad-minded and sympathetic enough to get negroes of the better class to live on his place and assist him in making homelike surroundings. We are inclined to blame landowners for all the trouble. In some cases he is to blame; in some instances landowners were asked why they did not plant pecan trees around the place. They protested that the negro would cut them down for firewood, and say there is no use to try to provide improvements for him. One of the most important steps is to try to get the tenant to be willing to cooperate with the landowner. Get him to go a little more than halfway. Relieve the prejudice that they do not appreciate improvement."

District agent Taylor, Oklahoma. - "The tenant farmer does not appreciate what a farm means to him and shows no interest in its upkeep. We should get him to realize how vital it is and that it means more to him than to the man who holds the title. The title holder usually only looks for the rent. The tenant looks for support of his family and means of educating his children. It means more to the tenant from an economic standpoint than it does to the owner. Try to help him to realize the importance of the upkeep of the soil. There are few tenants and owners who work on the 50 per cent basis. The owner should do something for the upbuilding of the soil."

State agent Hudson, North Carolina. - "Most tenant farmers say they can not afford to improve someone else's soil, because frequently they are forced to move. The tenant should have long-time contracts so that he will feel that he will get some benefit from improving the soil. The owner should be interested because improvement increases the value of the land. Farmers need to know more about business. Very often disagreements arise by not having well-written contracts, signed, and understood. If both had copy of contract there should be no misunderstanding. Both tenant and owner should contribute to upkeep of farm because both expect to get something from it. Urge the farmers to accumulate and purchase farms."

Field agent Campbell. - "There are white people who own land and are anxious to cut it up and sell it to negroes. This is a wonderful opportunity. Lots of people who have gone North could be interested in buying land

now in the South that they could not buy before. We find that colored people are more anxious to own land than ever before."

The Relation Of Farm Organizations To Negro Extension Work

District agent Ray, Arkansas. - "Community clubs are indispensable in the process of doing effective work. It is possible, through community clubs, to increase the volume as well as the effectiveness of the program of work planned. Farm organizations are helpful in making desirable contacts and securing financial and moral support from business men's organizations for the continuance and expansions of extension work among colored citizens. I know of very few instances where colored farm organizations have failed to get their desires when made known to the county officials and business men in matters relative to extension work. A closer relationship between these forces for the betterment of conditions in the county could easily be maintained in a more satisfactory way when represented through a live farmers' organization."

State agent Dobbs, Alabama. - "We have several farm organizations in the State, namely, county and State fair associations, creamery associations, gin companies, growers' association, and the cotton association. All of these organizations named above cooperated with the agents who have to work with the people, who are the producers. County and State fairs are organizations which build up a wholesome relationship with the farmers in the counties where they are held. They serve as a medium through which greater production is brought about as well as quality in the products produced. It also stimulates the farmers to grow better breeds of live-stock and poultry. Creamery associations under the present cotton-growing conditions are helping to take care of all the farm expenses where the negro extension service is teaching and training the farmers to provide for and grow a better breed of cows, by encouraging them to put on the market, where possible, either cream or milk. This phase of relationship is being worked out by the extension service and is proving to be very helpful. Cooperative gin companies have had much to do in cooperation with the farmers, by assisting them to secure clean seed and better seed for planting purposes. Again, in many cases, the ginners buy the seed and cotton which saves time and money to the farmer at that particular season. The cotton association has meant much to the farmers throughout the State in the buying and selling of their cotton; also the handling of their fertilizer."

District agent Mrs. Oliver, Mississippi, was sent to the conference to the college assembly to express our appreciation for the privilege of meeting in the beautiful new Y. M. C. A. building. It had been explained to the conference that Mrs. Wilkinson led the girls in their three years of campaigning for funds to build the 'Y' hut. The money had been raised by concerts, sales, and donations by students and teachers instead of soliciting funds from outside people. Our conference was the first meeting held in it."

Chairman Martin asked some of the agents present to give their opinion of the meeting.

State agent Hudson, North Carolina. - "It would take one week to summarize this meeting. The spirit of the meeting has been worth more to the workers than the meeting itself. The people understand each other and extension work better. Some seemed afraid to disagree, but it is necessary to have disagreements to settle things. I think the spirit has been fine, almost too good."

District agent Miss Diehl, Oklahoma. - "I want to thank the college for the courtesies which we have received. Every time I stepped out of the hotel I got into a closed car and the same returning. I have almost forgotten how to walk. One thing that strikes me is that you were all ready with your papers. I compliment you on that. The conference ran on schedule. I shall be glad to get the copy of what has gone on here as I want what Dr. C. B. Smith said. If you want to get the attention of business men put on young-people contests. Sometimes you have to reach the farmer through his boy and girl. Interest in landownership will be increased and better relations promoted as the result of this meeting."

Mrs. Hunter, Texas. - "When we go back home, we must get the boys and girls to love the farm by teaching them to see the beauty of the soil, in livestock, and other things on the farm."

Miss Jones, Alabama. - "One thing I have got from this meeting is the simple way in which everyone treated the subjects assigned. I am also impressed with what has been said about sufficient leadership."

District agent Hall, North Carolina. - "As important as money is and as much as we love it, I think that the exchange of ideas here is far more important than money. If I exchanged a paper dollar with you for a silver dollar, we aren't any better off, but if we exchange ideas, each one then has two ideas and is far better off. I have noticed the spirit of tolerant unselfishness. I think that any man or woman who does demonstration work will acquire this spirit. One summer I watched the fish in the clear waters of Lake George where I could see to the bottom. I asked one man who was a very successful fisherman, how he happened to catch so many fish. He gave me his three rules as follows: 'First keep yourself out of sight; second, keep yourself farther out of sight; third, keep yourself clear out of sight.' In demonstration work we will 'catch more fish' if we go about our work in the spirit we have demonstrated here."

District agent Taylor, Oklahoma. - "We are learning how to confer. Mr. Martin has put forth much effort to make this meeting a success. Director Keffer's description of what constitutes news is going to be of much service to us. The white educators may differ from the negroes on some things but are absolutely the same in extension work."

District agent Miss Jenkins, Virginia. - "One thing which impressed me was Mrs. Malcolm's advice about seeing that whatever club women and girls put up or make for market or for exhibition purposes, should be well done. No slipshod work should have the approval of the extension service. Just before our country entered into the World War, I was one of a group of colored and white speakers at a meeting in rural Virginia. When night came the white speakers went to a hotel. I went home to spend the night with a colored

family, of course. The mother, a rather elderly lady, said, 'I certainly enjoyed the meeting to-day. Many good things were said. Those white people certainly told us about our duty to them; now, I am wondering who tells them about their duty to us.' It seems to me that at last we have had a meeting where each side has had a fair chance."

Dr. C. W. Warburton, director of extension work. "I have been told that this meeting has been running on time. My time expired seven minutes ago. I have only been here for one session, but the summaries which I have heard have been fine. You have enabled me to know just what you have been saying and doing. I went to Georgia to a meeting before coming to this one. I had to go because the rest of the Washington folks all came here. I am reminded of the man who once went to a dinner. When asked what kind of a time he had, he said, 'I had a fine time, I talked twice.' Now, in the Georgia meeting, I talked four times, once in the general meeting, once over the radio, once to a group of rural ministers, and once to the demonstration agents. I am sure that you folks here should use the county minister in your meetings. Over at the Georgia meeting, about 15 ministers were there to know what they could do to help forward extension work. If you invite them to your conferences you will know more about what they are thinking."

Director Warburton complimented the conference further and discussed the resolutions submitted by the committee. He answered many questions very helpfully. The conference adopted the following resolutions and recommendations:

Whereas, to facilitate the disseminations of new ideas, to the end that extension work be made more effective, be it:

(1) Recommended that the supervising agents be given an opportunity for six week's study with pay every two years; this to alternate with the years of the directors and supervising agents' conference.

(2) Recommended, that salaries of negro extension workers be placed on a basis not dependent on county support.

(3) Resolved that we endorse the general system of the retirement policy, and suggest that it apply to extension agents.

(4) Resolved that we extend our heartiest thanks to our directors and field agents for making this conference possible.

(5) Resolved, further, that we extend our thanks and appreciation to the president, faculty and coworker of the South Carolina State College for the privilege of holding our conference here; for the fine entertainment, and for the cordial reception given.

(6) Resolved that a copy of these recommendations and resolutions be sent to each member of the Federal staff and to the directors of the several States.

Signed: L. E. Hall, Chairman.
Mrs. A. C. Oliver.
Miss K. Gresham.
A. C. Burnette.
C. H. Waller.

President Wilkinson, South Carolina. - "I want to assure you that we have been proud to have you and have been greatly benefited by your presence. May the Lord bless you in all of your undertakings and as you go out may you carry the inspiration which has been gained through our conference here."

Persons Present

Federal Officials

Dr. C. W. Warburton, Director of Extension Work; Dr. C. B. Smith, Chief, Office of Cooperative Extension Work; J. A. Evans, Assistant Chief, Office of Cooperative Extension Work; O. B. Martin, In Charge, Southern States; I. W. Hill, Field Agent, Southern States; Mrs. Ola Powell Malcolm, Field Agent, Southern States; T. M. Campbell, Field Agent, Negro Work; J. B. Pierce, Field Agent, Negro Work.

State Officials

A. P. Spencer, Assistant Director, Florida; J. W. Wilkinson, District Agent, Louisiana; C. R. Hudson, State Agent, Negro Work, North Carolina; Miss A. L. Diehl, State Agent, Negro Work, Oklahoma; Miss Lonny Landrum, State Agent, South Carolina; Miss Harriet Layton, Assistant State Home Agent, South Carolina; Miss Mabel Harper, District Home Agent, South Carolina; C. A. Keffer, Director, Tennessee; W. P. Moore, Assistant Director, Virginia.

Negro Supervising Agents of States

Alabama, E. C. Dobbs, State Agent; Miss R. B. Jones, State Home Agent; C. M. Kynette, Club Agent; N. Kollock, Agent for Movable School; Miss L. C. Hanna, Agent for Movable School, Miss E. V. Rivers, State Health Nurse. Arkansas, H. C. Ray, District Agent. Georgia, P. H. Stone, State Agent; Miss Camilla Weems, District Home Agent. Kentucky, A. C. Burnette, State Agent. Louisiana, T. J. Jordan, Assistant State Agent. Maryland, L. H. Martin, Local Agent. Mississippi, M. M. Hubert, District Agent; Mrs. A. C. Oliver, District Home Agent. North Carolina, L. E. Hall, District Agent; Miss Dazelle B. Foster, District Home Agent. Oklahoma, J. E. Taylor, District Agent. South Carolina, Dr. R. S. Wilkinson, District Agent; H. E. Daniels, Assistant District Agent; Miss Nettie L. Kenner, District Home Agent. Tennessee, A. M. Dobbins, Local Agent; Miss Kate B. Gresham, Local Agent. Texas, C. H. Waller, State Agent; Mrs. M. E. V. Hunter, District Home Agent. Virginia, T. B. Patterson, District Agent; J. L. Charity, District Agent; Miss L. A. Jenkins, District Home Agent. Mr. E. Dudley Hodge, Member of Board of Trustees, State College; Mr. Charles F. Brooks, Member of Board of Trustees, State College.

